

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Thursday, January 7, 2010 -- 10:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, *Sanfelippo,
and Jursik (Chair)

EXCUSED: Supervisor Larson

*Supervisor Sanfelippo was not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

1. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCES:

Greg Gracz, Director, Labor Relations

Fred Bau, Specialist, Labor Relations

Bill Domina, Corporation Counsel

Cynthia Archer, Director, Department of Administrative Services

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid items. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) - 6

NOES: 0

SCHEDULED ITEMS:

The Committee convened into closed session at approximately 10:10 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Greg Gracz, Director, Labor Relations
Fred Bau, Specialist, Labor Relations
Bill Domina, Corporation Counsel
Cynthia Archer, Director, Department of Administrative Services
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 10:06 a.m. to 11:50 a.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, January 29, 2010 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair)

SCHEDULED ITEMS:

1. 10-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

00:27

Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this item.

2. 10-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

00:20

Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

3. 10-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

SCHEDULED ITEMS:

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Jack Takerian, Interim Director, Department of Transportation
and Public Works
Questions and comments ensued.

The Committee took no action regarding this informational report.

Item #s 4 and 5 were considered together.

4. 09-408(a)(a) From the Director of Human Resources requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Health and Human Services Director.

SEE ITEM #5 FOR COMMITTEE ACTION

5. 09-409(a)(a) From the Director of Human Resources requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Child Support Director.

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

Questions and comments ensued.

MOTION BY: (Borkowski) Approve Item #s 4 and 5. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson,
Sanfelippo, and Jursik (Chair) – 7

NOES: 0

6. 10-41(a) From the Director of Human Resources relative to reduction in force planning with respect to training, retraining, and placement of displaced County employees.
(INFORMATIONAL ONLY)

APPEARANCE:

00:15 Dr. Karen Jackson, Director, Human Resources, DAS

Dr. Jackson highlighted the report by summarizing the numbers that represent employees laid off, placed, and retired.

SCHEDULED ITEMS:

Questions and comments ensued.

MOTION BY: (Borkowski) Receive and Place on File the report from the Director of Human Resources, dated January 22, 2010. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

7. 09-391(a)(a) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2010 Adopted Budget.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Cynthia Archer, Director, Department of Administrative Services (DAS)
Inspector Richard Schmidt, Jail Administrator, Office of the Sheriff

00:18

Dr. Jackson stated this report is prepared annually following the budget cycle. In the budget, there are certain new positions that are proposed. It is Human Resources' duty to review the positions and recommendations made and assign the appropriate titles and rates of pay that align with the classification system. Upon approval of the Board, departments can begin to fill the positions.

04:50

Questions and comments ensued.

05:39

Supervisor De Bruin requested information from Human Resources - DAS clarifying which positions originally existed in 2009, were abolished in the County Executive's 2010 Recommended Budget, but were later reversed by the Board and recreated for 2010. She would like to know the net change in how many FTEs there are compared to the layoffs versus the new creates.

08:00

Mr. Ruggini was able to provide some information in response but will provide the Supervisor with what was requested.

09:30

Supervisor Schmitt requested that the full Board receive a

SCHEDULED ITEMS:

- 11:57 copy of the job description for the Director of Economic Development.
- Madame Chair directed that the position of Director of Economic Development come back before the Committee for review.
- 14:52 Inspector Schmidt brought it to the Committee's attention that for Org. 4000, the position title reads "Psychiatric Social Worker Coordinator." The position title was intended to be "Psychiatric Social Worker Supervisor."
- After discussion, Madame Chair, with no objections by the Committee, directed Dr. Jackson to resubmit the position table with the corrected title for Org. 4000.

MOTION BY: (Borkowski) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

8. 10-74 From the Director, Employee Benefits Division recommending approval of purchasing a Stop/Loss Insurance Policy. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

David Arena, Director, Employee Benefits Division, Human Resources

Scott Manske, Controller, Administrative and Fiscal Affairs, DAS

00:22

Mr. Arena stated the County has a self-insured medical plan. This means that United Health Care, in this capacity, does not act as an insurance company but merely processes the claims. The County, in turn, pays them out of the operating budget. This entails a degree of risk because the amount to be paid is unpredictable every year. The amount is projected, but it is not totally predictable. In order to mitigate this risk, an insurance policy is taken out to protect the County against high-cost individual claims that exceed \$300,000 in any given year. This is what is referred to as a stop/loss contract. In 2008, the contract was put out to bid when the County switched to United Health Care from our previous claims administrator.

SCHEDULED ITEMS:

Bids were solicited with the help of Cambridge Advisory Group, the County's consultants and actuaries, as well as the Employee Workgroup. The stop/loss insurance premium was reduced by \$700,000. Numerous markets were solicited, however, the only company that responded to the bid this year was United Health Care.

Questions and comments ensued.

MOTION BY: (Borkowski) Approve. 6-1

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 6

NOES: De Bruin - 1

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

9. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY: (Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 9. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson,
Sanfelippo, and Jursik (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 9:55 a.m. The Committee did not reconvene back into open session.

ADDENDUM ITEM

10. 10-62 A Resolution by Supervisors Sanfelippo and Rice amending Section 201.24 of the Milwaukee County Code of General

SCHEDULED ITEMS:

Ordinances to reduce the annual pension service credit multiplier for elected officials from two percent to one and six tenths percent for future years. **(Also to the Committee on Finance and Audit, the Pension Study Commission, and the Pension Board.)**

00:33

Supervisor Sanfelippo stated Supervisors Borkowski, Cesarz, and Schmitt are co-sponsors of this resolution. He went on to state that the actuarial work has not been completed, so layover to the next meeting cycle is appropriate.

MOTION BY: (Sanfelippo) Lay item over to the March meeting cycle. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Jack Takerian, Interim Director, Department of Transportation and Public Works
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Cynthia Archer, Director, Department of Administrative Services (DAS)
Inspector Richard Schmidt, Jail Administrator, Office of the Sheriff
David Arena, Director, Employee Benefits Division, Human Resources
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Greg Gracz, Director, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 11:10 a.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

SCHEDULED ITEMS:

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Monday, February 22, 2010 -- 1:30 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair)

SCHEDULED ITEMS:

**** CLOSED SESSION ****

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g) for the purpose of discussing the following matter(s).

1. 10-107 From the Director, Department of Administrative Services (DAS), requesting endorsement of a corrective action to implement a supplemental furlough program for certain employees.

APPEARANCES:

Cynthia Archer, Director, Department of Administrative Services (DAS)

Supervisor John F. Weishan, Jr., 16th District

Tim Schoewe, Acting Corporation Counsel

Greg Gracz, Director, Labor Relations

Steve Kreklow, Fiscal and Budget Administrator, DAS

Tim Russell, Deputy Chief of Staff, County Executive's Office

00:01

Madame Chair opened the meeting by explaining how the meeting would be procedurally conducted.

01:41

MOTION BY:(Borkowski) Approve.

2:05

Supervisor De Bruin introduced Amendment #1, stated it amends the "WHEREAS" clause on line 44 and the "BE IT FURTHER RESOLVED" clause on Line 56, and proceeded to read the Amendment into the record. She then introduced Amendment #2, stated it inserted an additional "BE IT FURTHER RESOLVED" clause on Line 62, and proceeded to read the Amendment into the record.

05:07

SCHEDULED ITEMS:

Ms. Archer stated the 2010 Budget included approximately 20.1 million dollars in wage and benefit reforms. Those reductions were made in departmental budgets, so the funding was actually removed. About 7.2 million dollars of that reduction was related to the furlough program that has already been implemented. Approximately 2.6 million dollars of the Org. 1972 Budget reductions have already been implemented for non-represented employees. The remaining deficit is approximately 10.3 million dollars. The Budget, recognizing that these reforms had to be collectively bargained, did anticipate the possibility of not having an agreement with collective bargaining units. The County has not completed the collective bargaining process. On behalf of the County Executive, Ms. Archer brings forward a corrective action plan to help resolve 2010 Budget reductions, and the County Executive is asking for the Board's endorsement of that plan.

08:39 Ms. Archer reviewed in detail the resolution attached to the report submitted (copy attached to original minutes) explaining what departments would be exempt, the estimated levy savings, and the number of employees affected.

10:14 Mr. Jim Winkowski, President, Local 5001, appeared and provided comments regarding this item.

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 1. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-1

10:42

11:02

Mr. Ceschin explained the topics under which the Wisconsin Statute listed above to go into closed session is appropriate.

11:54

Supervisor Weishan stated that the statute referenced on the agenda does not refer to going into closed session for the item listed and therefore feels it is not appropriate to go into closed session. He went on to state that what has been noticed is the corrective action plan. It should be a full and public hearing. If this relates to negotiations, it was not properly noticed.

Mr. Schoewe indicated that it is appropriate for them to go into closed session with regard to the corrective action plan as it relates to the resolution because of the impact on collective bargaining policy as well as past, present, or potential litigation.

SCHEDULED ITEMS:

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6
NOES: Larson - 1

The Committee convened into closed session at approximately 1:50 p.m. and reconvened in open session at approximately 3:08 p.m. The roll call was taken and all Committee Members were present.

Discussion amongst Committee Members ensued at length.

MOTION BY:(De Bruin) AMEND the Resolution by inserting the words “at the Behavioral Health Division and” after the word “personnel” on Line 47 of the “WHEREAS” clause on Line 44 and inserting the words “at the Behavioral Health Division and” after the word “personnel” on Line 60 of the “BE IT FURTHER RESOLVED” Clause on Line 56. 6-1

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson,
and Jursik (Chair) – 6
NOES: Sanfelippo - 1

Amendment #1 submitted by Supervisor De Bruin passed.

MOTION BY:(De Bruin) AMEND the Resolution by inserting the following clause on Line 62: “BE IT FURTHER RESOLVED, to the extent necessary to prevent the downsizing of the zoo animal collection, to prevent the closure of animal exhibits, and maintain animal welfare standards, represented employees at the Zoo may also be exempted from this initiative at the request of the Zoo Director and the approval of the DAS Director; and”. 1-6

AYES: De Bruin– 1
NOES: Borkowski, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) - 6

Amendment #2 submitted by Supervisor De Bruin failed.

MOTION BY:(Borkowski) Approve as AMENDED.

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6
NOES: Larson - 1

SCHEDULED ITEMS:

STAFF PRESENT:

Cynthia Archer, Director, Department of Administrative Services (DAS)
Supervisor John F. Weishan, Jr., 16th District
Tim Schoewe, Acting Corporation Counsel
Greg Gracz, Director, Labor Relations
Steve Kreklow, Fiscal and Budget Administrator, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 1:40 p.m. to 3:26 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Tuesday, March 9, 2010 – 2:00 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair)

EXCUSED: Supervisor De Bruin

SCHEDULED ITEMS:

1. 10-61 A Resolution by Supervisor Mayo directing the Director of Human Resources to research and develop a compensation plan for the Milwaukee County Airport Division. **(02/04/10 County Board Meeting: Referred to the Committee on Personnel.)**

This item was temporarily laid over and addressed later in the meeting.

00:39 Madame Chair explained that this resolution was before the full Board in February, at which time she moved referral to the Personnel Committee. An outside firm was hired to review the compensation package at the Airport and provide an opinion to the Transportation and Public Works Committee. That opinion indicated that the compensation package at the Airport is significantly below comparably sized airports. This resolution basically calls for a review of the compensation plan for the Airport be undertaken by the Human Resources Division taking into account the fact that even in this economy, there has been a significant increase in air traffic over the past several years.

Questions and comments ensued.

MOTION BY:(Larson) Approve. 4-2

AYES: Schmitt, Rice, Larson, and Jursik (Chair) – 4

NOES: Borkowski and Sanfelippo - 2

2. 10-62 A Resolution by Supervisors Sanfelippo, Rice, Borkowski, Cesarz, and Schmitt amending Section 201.24 of the Milwaukee County Code of General Ordinances to reduce the annual pension service credit multiplier for elected officials from two percent to one and six tenths percent for future years. **(Also to the Committee on Finance and Audit, the Pension Study Commission, and the Pension Board.) (01/29/10: Laid over in Committee.)**

SCHEDULED ITEMS:

APPEARANCES:

Larry Langer, Principal Consulting Actuary, Buck Consultants
Mark Grady, Principal Assistant, Corporation Counsel

00:43 Supervisor Sanfelippo stated the actuary report indicates, on a current basis, the County will realize a \$30,000 a year savings to the annual contribution of the pension fund. Over the long haul for the people affected, the County will save a total of \$308,000 in pension fund expenses. He stated it is important to approve this resolution because responsible leaders lead by example. Supervisors making the same sacrifices being asked of employees sets a good example, promotes a spirit of teamwork, and shows fellow County employees that we are all in this together.

02:47 Mr. Langer stated they came up with the numbers contained within the report by applying "what ifs" methodology on the evaluation scenarios such as changing the multiplier, pushing back retirement age, and things of that nature. As they took their model that they use for purposes of the routine annual evaluation, they pulled out the elected officials and for future service, reduced the multiplier from 2% to 1.6%. Then, they developed the annual contribution decrease.

Questions and comments ensued.

07:13 Supervisor Jursik offered an amendment explaining she supports Supervisor Sanfelippo's approach to applying the same multiplier that employees are asked to take. However, she did suggest that this resolution take it one step further. That is, to add a clause to the resolution that does not change the substance of the resolution but asks that the Pension Study Commission look into removing elected officials from the defined benefit plan, and move them into a 401K type plan, which is a defined contribution plan. The amendment directs the appropriate study done and findings be brought back before this Committee and the Committee on Finance and Audit as soon as possible but no later than July 31, 2010.

Discussion ensued at length.

MOTION BY:(Jursik) AMEND the resolution by inserting the following "WHEREAS" clauses on Line 31 and "BE IT FURTHER RESOLVED" clauses on Line 136: WHEREAS, the Milwaukee County defined benefit plan exists in part as an incentive to attract and retain career-oriented public servants and should not be a primary incentive to public service for an elected official; and

SCHEDULED ITEMS:

WHEREAS, inasmuch as Milwaukee County elected officials, by the nature of their elected status, are more likely to leave County service prior to attaining a normal or deferred retirement benefit, it would be beneficial to future elected officials, the ERS, and the taxpayer if a separate portable and contributory 401K-style pension plan was designed solely for the participation of future Milwaukee County elected officials; and

BE IT FURTHER RESOLVED, that the Employee Benefits Work Group is authorized and directed to review any and all issues related to developing a contributory pension benefit exclusively for future Milwaukee County elected officials, not to exceed the pension benefit available to non-represented employees, that features characteristics similar to those of 401K-style plans including, at a minimum, participant contributions, employer matching contributions, and account portability; and” 5-1

AYES: Jursik, Schmitt, Larson, Sanfelippo, and Borkowski (Chair) - 5

NOES: Rice - 1

MOTION BY:(Larson) Approve as AMENDED. 6-0

AYES: Jursik, Schmitt, Rice, Larson, Sanfelippo, and Borkowski (Chair) - 6

NOES: 0

3. 10-15(a) From the Director of Human Resources relative to requests to the Civil Service Commission regarding determination of whether a position will be in the “classified” or “unclassified” service.
(INFORMATIONAL ONLY)

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

00:16 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

4. 10-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

SCHEDULED ITEMS:

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

00:25 Dr. Jackson provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this item.

5. 10-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS

Cynthia Archer, Director, Department of Administrative Services (DAS)

Questions and comments ensued.

00:14 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

6. 10-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS

Fay Roberts, Assistant Director, Department of Transportation and Public Works

00:16 Dr. Jackson provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

7. 10-41(a) From the Director of Human Resources relative to reduction in force planning with respect to training, retraining, and placement of displaced County employees. **(INFORMATIONAL ONLY)**

SCHEDULED ITEMS:

APPEARANCES

Dr. Karen Jackson, Director, Human Resources, DAS
Cynthia Archer, Director, Department of Administrative Services (DAS)
Steve Kreklow, Fiscal and Budget Administrator, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office
Greg Gracz, Director, Labor Relations
Tim Schoewe, Acting, Corporation Counsel

00:05 Dr. Jackson reviewed layoff numbers for the Committee. On February 26, 2010, the Division generated notices to 77 employees. Those layoffs will be effective on March 12, 2010. She reviewed the numbers in detail by department.

Questions and comments ensued.

The Committee took no action regarding this informational report.

8. 09-257(a) From the Director of Human Resources recommending adoption of a resolution/ordinance to amend Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(11/05/10: Per adoption of the resolution/ordinance, quarterly reports are due from the Director of DHR.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES

Dr. Karen Jackson, Director, Human Resources, DAS
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS

00:32 Dr. Jackson stated there were ordinance changes related to overtime. There is also parallel action going on. In the Budget, there was an item funded to study only non-represented positions to determine what their Federal Labor Standards Act (FLSA), which outlines how overtime is taken, status was. There are two statuses, which are exempt from FLSA and non-exempt meaning complying with FLSA. The study was conducted by Fox Lawson & Associates and was concluded on February 23, 2010. She reviewed the list of positions examined, which is attached to the report. More positions were changed from being non-exempt to exempt, which in general is a savings because those positions will not be eligible for overtime. It is determined by a test outlined by federal law.

Questions and comments ensued.

SCHEDULED ITEMS:

9. 10-84 ***The Committee took no action regarding this informational report.***
From the Office of the Sheriff requesting authorization to grant a leave of absence pursuant to Section 17.193 of the Milwaukee County General Ordinances.

APPEARANCE:

Kevin Carr, Inspector, Office of the Sheriff

00:38 Inspector Carr stated this request respectfully asks the Committee's permission to grant a leave of absence to Captain Kevin Nyklewicz, who is in the classified service, so that he may take a position of Deputy Inspector in the unclassified service.

MOTION BY:(Borkowski) Approve. 6-0

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

10. 10-119 From the County Clerk, requesting authorization to double fill the position of Deputy County Clerk (title code 8220, Pay Range 913E) for approximately seven weeks, beginning June 14, 2010.

APPEARANCE:

Joseph Czarnezki, County Clerk

00:33 The County Clerk stated that the incumbent Deputy County Clerk is planning to retire in July. The position being vacated is vital to services administered to the public, as well as service to the County Board. The double fill would allow the incumbent to train her successor through at least two County Board meeting cycles, which is important. No additional funding is being requested. The incumbent is currently at the top of the pay range. The cost will be absorbed by hiring an individual at a lower rate. Filling the position at the midpoint would be more than enough to make up for the cost of the double fill.

Comments ensued.

MOTION BY:(Borkowski) Approve. 6-0

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

11. 10-120 From the Interim Director, Department of Health and Human Services, and the Administrator, Behavioral Health Division, requesting authorization to create one position of Administrative Coordinator (BH) and one position of Temporary Assistance for Needy Families (TANF) Best Practice Coordinator in the Department of Health and Human Services-Behavioral Health Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCES:

Alex Kotze, Fiscal Management Analyst, Behavioral Health Division (BHD, Department of Health and Human Services (DHHS)
John Chianelli, Administrator, BHD, DHHS
Steve Kreklow, Fiscal and Budget Administrator, DAS

Questions and comments ensued.

MOTION BY:(Sanfelippo) AMEND the resolution by inserting the following "BE IT FURTHER RESOLVED" clause on Line 64: "BE IT FURTHER RESOLVED, that these two positions will only exist as long as grant funding is available to fully fund them."

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

MOTION BY:(Schmitt) Approve as AMENDED. 6-0

AYES: Schmitt, Rice, Larson, Sanfelippo, Jursik, and Borkowski (Chair) - 6

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

12. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item

SCHEDULED ITEMS:

12. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 3:51 p.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Mark Grady, Principal Assistant, Corporation Counsel
Dr. Karen Jackson, Director, Human Resources, DAS
Fay Roberts, Assistant Director, Department of Transportation and Public Works
Cynthia Archer, Director, Department of Administrative Services (DAS)
Steve Kreklow, Fiscal and Budget Administrator, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office
Greg Gracz, Director, Labor Relations
Tim Schoewe, Acting, Corporation Counsel
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Inspector Kevin Carr, Office of the Sheriff
Joseph Czarnecki, County Clerk
Alex Kotze, Fiscal Management Analyst, Behavioral Health Division (BHD, Department of Health and Human Services (DHHS)
John Chianelli, Administrator, BHD, DHHS
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 2:08 p.m. to 4:30 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, April 16, 2010 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair)

SCHEDULED ITEMS:

1. 10-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

00:29 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this item.

2. 10-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

00:10 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

3. 10-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS

Marlo Knox, Human Resources Specialist, Office of the Sheriff

SCHEDULED ITEMS:

00:14 Dr. Jackson provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

4. 10-41(a) From the Director of Human Resources relative to reduction in force planning with respect to training, retraining, and placement of displaced County employees. **(INFORMATIONAL ONLY)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Jack Tackerian, Interim Director, Department of Public Works
John Ruggini, Assistant Fiscal and Budget Administrator
Cynthia Archer, Director, Department of Administrative Services (DAS)
Molly Zillig, Principal Assistant, Corporation Counsel
Tom Nardelli, Chief of Staff, County Executive's Office
Marsha Mikich, Human Resources Coordinator, Department of Parks, Recreation, and Culture

00:25 Dr. Jackson reviewed layoff numbers for the Committee. On February 26, 2010, 74 employees were give layoff notices. Those layoffs were effective on March 26, 2010. She reviewed the numbers in detail by department.

Questions and comments ensued at length.

30:17 Supervisor De Bruin requested that an informational report on how the functions of the staff that was laid off will be handled during the high volume months for the Parks Department.

The Committee took no action regarding this informational report.

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

5. 10-156 From the Interim Director, Department of Health and Human Services (DHHS), requesting authorization to create one position of Informatics Manager and one position of Emergency Medical Services (EMS) Instructor (Hourly) and abolish one position of EMS Supervisor and one position EMS Instructor in the Department of Health and Human Services - Behavioral Health Division, EMS Area. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SCHEDULED ITEMS:

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Marlo Knox, Human Resources Specialist, Office of the Sheriff
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Jack Tackerian, Interim Director, Department of Public Works
John Ruggini, Assistant Fiscal and Budget Administrator
Cynthia Archer, Director, Department of Administrative Services (DAS)
Molly Zillig, Principal Assistant, Corporation Counsel
Tom Nardelli, Chief of Staff, County Executive's Office
Marsha Mikich, Human Resources Coordinator, Department of Parks, Recreation, and Culture
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 10:53 a.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, May 21, 2010 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair)

SCHEDULED ITEMS:

1. 10-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

Dionne Groth, State Department of Children and Families

Cynthia Archer, Director, DAS

John Ruggini, Assistant Fiscal and Budget Administrator, DAS

Jim Martin, Deputy, Office of the District Attorney

00:20 Dr. Jackson provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this item.

2. 10-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

00:14 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

3. 10-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

00:18 Dr. Jackson provided a brief overview of the report.

Comments ensued.

The Committee took no action regarding this informational report.

4. 10-41(a) From the Director of Human Resources providing a verbal report relative to reduction in force planning with respect to training, retraining, and placement of displaced County employees. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

00:22 Dr. Jackson indicated that there was no new information to report on this item.

The Committee took no action regarding this informational report.

5. 09-391(a)(c) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2010 Adopted Budget.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

Terry Blue, Deputy Director, Airport

Raymond Lopez, Fire Chief, Airport

00:18 Dr. Jackson explained that these positions were part of the 2010 Adopted Budget, but unlike the other budget creates, these particular positions needed additional review and analysis.

Dr. Jackson, Mr. Blue, and Mr. Lopez explained the Airport's reasoning behind creating the positions.

SCHEDULED ITEMS:

Questions and comments ensued.

MOTION BY:(De Bruin) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 7

NOES: 0

6. 10-107(a) From the Director, Department of Administrative Services (DAS), requesting endorsement of a corrective action to implement a supplemental furlough program for certain employees. **(Also to the Committee on Finance and Audit.) (Report from DAS, per adoption at the 02/25/10 Special County Board meeting, detailing the participation, total fiscal savings, and any possible actions that result in reductions to this initiative.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Cynthia Archer, Director, Department of Administrative Services (DAS)
Josh Fudge, Fiscal Management Analyst, DAS
Greg Gracz, Director, Labor Relations

00:56 Ms. Archer stated the 2010 Adopted Budget included some wage and benefit modifications that were assumed to go into effect January 1, 2010. The modifications went into effect for non-represented employees only. The represented staff's wage and benefit modifications have to be negotiated. In February, given there were no agreements with the unions, the County Executive issued an Executive Order imposing ten additional furlough days specifically for represented staff to help make up the gap related to those budgeted concessions. The Board endorsed that action.

Since the time of the imposition of the ten furlough days, two unions, TEAMCO and the Machinists, have agreed to the concessions in the Budget, and their ten additional furlough days have therefore been rescinded. Ms. Archer explained the fiscal and programmatic impacts of the ten additional furlough days by stating DAS Fiscal did an analysis of overtime countywide as a whole. Overtime at this point in the year as compared to the same time last year is down about a half of a million dollars. She emphasized that this is a global picture. There may be ups and downs department by department. She also spoke to the need of corrective action and the unrealized concessions up to this point.

Questions and comments ensued.

SCHEDULED ITEMS:

19:45 Madame Chair requested a report for the June meeting cycle indicating the number of furlough days taken by department.

45:14 Supervisor De Bruin requested information regarding whether the Certified Occupational Therapist Assistants, being a part of direct patient care staff, was exempt from taking furlough days.

The Committee took no action regarding this informational report.

7. 10-206 From the Interim Director, Transportation and Public Works, requesting authorization to double fill a position of Payroll Assistant (title code 1541, pay range 04P) for approximately six months during 2010.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)
Terry Blue, Deputy Director, Airport

00:31 Dr. Jackson stated that the loss of institutional knowledge plays a huge roll in temporarily double filling a position.

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

8. 10-207 From Director, Department of Human Resources-DAS, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Mr. John O'Shea, in the position of Legal Counsel Child Support 2 until Ms. Janet Nelson returns to former position.

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

Comments ensued.

MOTION BY:(Schmitt) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo,

SCHEDULED ITEMS:

and Jursik (Chair) – 7
NOES: 0

9. 10-208 From Director, Department of Human Resources-DAS, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Corporation Counsel until such time that an appointment is made to fill this position.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)
Molly Zillig, Principal Assistant, Corporation Counsel
Cynthia Archer, Director, Department of Administrative Services (DAS)

00:18 Dr. Jackson explained that Wisconsin State Statutes require that Deputy Corporation Counsels shall have, according to their rank and seniority, the powers and duties of the Corporation Counsel in his or her absence or disability.

Questions and comments ensued.

04:20 Madame Chair requested that DAS provide the Committee with a report on all departments within Milwaukee County functioning with interim directors.

MOTION BY:(Larson) AMEND the resolution by inserting the following verbiage to the “BE IT RESOLVED” clause on Line 31 after “May 3, 2010”: “until October 30, 2010, or”. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

MOTION BY:(De Bruin) Approve as AMENDED. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

10. 10-164 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Association of Milwaukee County Attorneys. **(Also to the Committee on Finance and Audit)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

SCHEDULED ITEMS:

00:25 Mr. Gracz stated this is basically the same agreement that the machinists and TEAMCO previously agreed to. It was voted on as indicated by the accompanying letter. The agreement incorporates all the provisions of Org. 1972. Mr. Gracz then provided the Committee with highlights of the agreement.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

11. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 7. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 10:45 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Cynthia Archer, Director, DAS
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Jim Martin, Deputy, Office of the District Attorney
Terry Blue, Deputy Director, Airport
Raymond Lopez, Fire Chief, Airport
Josh Fudge, Fiscal Management Analyst, DAS
Greg Gracz, Director, Labor Relations
Molly Zillig, Principal Assistant, Corporation Counsel
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 11:30 a.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, June 18, 2010 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, Rice, Larson, Sanfelippo, and Jursik (Chair)

EXCUSED: Supervisor Schmitt

ABSENT: Supervisor De Bruin

SCHEDULED ITEMS:

1. 10-236 A Resolution by Supervisor Jursik amending Chapters 79 and 80 of the Milwaukee County Code of General Ordinances to clarify the negotiation, review, and approval process for collateral agreements with collective bargaining units. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

Greg Gracz, Director, Labor Relations

Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)

00:42 Mr. Gracz read excerpts directly from District Council 48's Memorandum of Agreement with the County pertaining to the definition of what a collateral agreement is. He stated in the past, collateral agreements were not done according to contract, which has caused some problems. However, he assured the Committee that during his tenure, all collateral agreements have been signed by the appropriate individuals within the County. The collateral agreements referred to are intended to facilitate the ability of the department head to carry out the business of Milwaukee County. They are usually cost neutral, and in many cases, are very simple. Some, of course, can be more complex. He did, however, express the importance of departments having input.

06:23 Supervisor Jursik stated the intent of this resolution is to ensure the Board is informed of collateral agreements. Collateral agreements can range from a very minor issue that a department head should be able to address in terms of running their department, all the way up to collaterals that effect major policy issues. There is no mechanism in place to get reports on collateral agreements to this Board. She assured her colleagues that the intent of this resolution is not to micromanage departments. However, since collateral agreements affect the negotiated agreements with the various unions, the Board

SCHEDULED ITEMS:

should be informed. Therefore, all collateral agreements executed will be reported to the Committee on Personnel on a quarterly basis.

08:51 Bill Mollenhauer, AFSCME District Council 48, appeared and spoke regarding this matter.

Questions and comments ensued.

MOTION BY:(Jursik) Approve. 5-0

AYES: Jursik, Rice, Larson, Sanfelippo,
and Borkowski (Chair) – 5

NOES: 0

2. 10-237 A Resolution by Supervisor Holloway authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, to recommend revisions to the current list of positions in the classified service that are exempted from residency requirements as required by Rule II, Section 2 of the Civil Service Rules.

APPEARANCES:

Terrence Cooley, Chief of Staff, County Board
Mary Anne Grimes, Deputy, Corporation Counsel

00:30 Mr. Cooley appeared on behalf of County Board Chairman Holloway and explained that this resolution addresses the residency exemption issue. Under County rules, employees are required to live within the confines of Milwaukee County with exemptions for certain positions that are difficult to recruit for. A recent review indicated there are 65 position titles that are exempt, in addition to a number of unspecified nursing related positions; there are 520 incumbents in exempt positions; and out of that, 177 of those actually live outside of the County.

Mr. Cooley went on to state it is believed that while it may be necessary, for recruitment purposes, to exempt certain positions from the residency requirement, there can also be a negative side to this. With certain positions, it could deny employment to people who actually do live in Milwaukee County, which is a particular concern with unemployment rates being what they are right now. It also affects the County's wage base for individuals who do not reside in Milwaukee County. This is a disservice to the taxpayers of Milwaukee County whose taxes fund the position for a person that does not live in Milwaukee County. It sends a message that perhaps people are exempt because Milwaukee County is not an attractive place to live, which is certainly untrue.

SCHEDULED ITEMS:

The resolution directs the Human Resources Director to work with Corporation Counsel and County Board staff to review the current list of positions that are exempt from the residency requirement and make recommendations to the Civil Service Commission as to which of those positions should continue to be exempt, along with creating a process for reviewing exemptions on an ongoing basis. Mr. Cooley indicated that Chairman Holloway would appreciate the support of the Committee.

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 5-0

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

3. 10-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

00:26 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

4. 10-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

00:18 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

5. 10-P-02 From the Chief of Staff, County Executive's Office, submitting an informational memo regarding the status of vacancies in appointed positions. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Thomas Nardelli, Chief of Staff, County Executive's Office

00:16 Mr. Nardelli stated that the memo submitted is pretty self-explanatory emphasizing the difficulty encountered while recruiting for these particular positions. He highlighted the Economic Development Director position stating a series of interviews were conducted, and a pool of approximately five candidates were considered. A candidate was selected, but chose to take another County position. They are now in the process of advertising again.

Questions and comments ensued.

MOTION BY:(Larson) RECEIVE AND PLACE ON FILE, the memo from the Chief of Staff, County Executive's Office, dated June 2, 2010, regarding the status of vacancies in appointed positions, with a follow-up report due for the September meeting cycle. 5-0

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

6. 08-231(a) An adopted Resolution by Supervisors Weishan, Coggs, Thomas, Johnson, Dimitrijevic, and Borkowski authorizing and directing the Director of the Department of Administrative Services to provide an annual countywide report of funded but vacant positions. **(Also to the Committee on Finance and Audit.) (06/23/08: Annual report from DAS.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)
Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)

00:46 Mr. Kreklow stated they took an overall snapshot considering the number changes virtually daily. The information gathered is a reflection as of April 22, 2010. A list was distributed to all departments in which they were asked to provide feedback on the reason for the vacancies in the categories listed in the report.

Questions and comments ensued.

SCHEDULED ITEMS:

08:46 Supervisor Larson requested information on where DAS /HR is in the process of hiring for the numerous vacancies in the Behavioral Health Division.

MOTION BY:(Borkowski) RECEIVE AND PLACE ON FILE, the report dated May 26, 2010, from the Fiscal and Budget Administrator, Department of Administrative Services (DAS), regarding vacant but funded positions. 5-0

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

7. 10-107(a) From the Director, Department of Administrative Services (DAS), requesting endorsement of a corrective action to implement a supplemental furlough program for certain employees. **(Also to the Committee on Finance and Audit.) (05/21/10: Report due from DAS indicating the number of furlough days taken by department.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)
Josh Fudge, Fiscal Management Analyst, DAS

00:41 Mr. Fudge provided a brief overview and stated based on data accumulated through Pay Period 11, which ended on May 15, 2010, the number of hours that have been taken by department is reflected along with the number of hours that have been assigned to each department to be taken by Pay Period 14, which ends on June 26, 2010. He walked the Committee through the history of furlough days reviewing the numbers in detail.

Mr. Fudge told the Committee to note that it is not possible to say whether the furlough hours that have been taken or need to be taken are a part of the Executive Order or the Adopted Budget, as all the hours are pooled together. The initial request was for the number of days. However, they had to use the number of hours because hours are prorated on whether or not an employee is full time, part time, or new. He also noted that some of the constitutional offices have different participation levels. Those are factored in. All departments appear to be on track.

Questions and comments ensued.

SCHEDULED ITEMS:

MOTION BY: *(Borkowski) RECEIVE AND PLACE ON FILE, the report dated June 8, 2010, from the Fiscal and Budget Administrator, Department of Administrative Services (DAS), regarding the number of furlough days taken by department. 5-0*

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

8. 10-P-03 From the Executive Director, American Federation of State, County, and Municipal Employees (AFSCME), District Council 48, a letter dated June 2, 2010, regarding the negotiation of a collective bargaining agreement. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Greg Gracz, Director, Labor Relations
Mark Vetter, Attorney

01:03 Mr. Vetter indicated there is a statement in the letter that the declaratory ruling proceeding, which is currently pending with AFSCME District Council 48, is a frivolous declaratory ruling. The petition is based upon current Wisconsin Supreme Court and Wisconsin Employment Relations Commission decisions related to layoffs, furloughs, and reduction in work hours. He also stated he thinks there is a misconception with respect to the declaratory ruling proceeding holding up the process of attempting to get an agreement with AFSCME District Council 48. Mr. Vetter emphasized that there is nothing that precludes the parties at this stage or any stage from getting together and negotiating with respect to a new collective bargaining agreement. The declaratory ruling process only delays going to interest arbitration. Even after you file a petition for interest arbitration, the parties are permitted to still continue to bargain and negotiate actually up until the point when an arbitrator would render a decision. There have been two separate hearings on the declaratory ruling. During the first hearing, the parties engaged in discussions with respect to possibilities of moving forward towards a settlement. Mr. Vetter ended his remarks by stating if the Union is interested in continuing discussions or negotiations pending the outcome of this legal action, Mr. Gracz, the chief negotiator for the County, would be the appropriate person for the Union to contact to proceed.

SCHEDULED ITEMS:

Questions and comments ensued.

The Committee took no action regarding this informational report.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

9. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 9. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 5-0

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

The Committee convened into closed session at approximately 10:42 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations

Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)

Terrence Cooley, Chief of Staff, County Board

Mary Anne Grimes, Deputy, Corporation Counsel

Dr. Karen Jackson, Director, Human Resources, DAS

Thomas Nardelli, Chief of Staff, County Executive's Office

Josh Fudge, Fiscal Management Analyst, DAS

Rick Ceschin, Research Analyst, County Board

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:09 a.m. to 11:09 a.m.

Adjourned,

Jodi Mapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, July 16, 2010 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors De Bruin, Schmitt, Rice, *Larson, Sanfelippo, and Borkowski (Chair)

EXCUSED: Supervisor Jursik

*Supervisor Larson was not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

1. 10-280 A Resolution by Supervisor Holloway amending Chapter 17 of the Milwaukee County Code of General Ordinances to require all employees hired on or after October 1, 2010, in the unclassified service to establish and maintain residency within Milwaukee County.

APPEARANCES:

Terrence Cooley, Chief of Staff, County Board

Mary Anne Grimes, Deputy, Corporation Counsel

Greg Gracz, Director, Labor Relations

- 00:51 Mr. Cooley stated this is an Ordinance change. Currently, Ordinances and Civil Service Rules require that employees in Civil Service be residents of Milwaukee County during their tenure. There are exemptions to that, which are laid out in the Ordinance. Other than actions that have been taken in the past regarding County Board staff, County Executive staff, and cabinet members, there has been no action to add employees outside of Civil Service classifications to that requirement. This Ordinance, out of equity, would basically add those who are exempt from Civil Service to the residency requirement for people hired after October 1, 2010.

Questions and comments ensued.

MOTION BY:(Schmitt) Approve. 5-1

AYES: De Bruin, Schmitt, Larson, Sanfelippo,
and Borkowski (Chair) – 5

NOES: Rice - 1

SCHEDULED ITEMS:

2. 10-263 A Resolution by Supervisors Sanfelippo, Rice, Borkowski, Cesarz, Schmitt and Jursik to amend Section 201.24 of the Milwaukee County Code of General Ordinances to reduce the annual pension service credit multiplier for elected officials from two percent to one and six-tenths percent for future years. **(Also to the Committee on Finance and Audit and the Pension Board.)**
- 00:35 Supervisor Sanfelippo indicated that Supervisor Larson requested to be added as a cosponsor of this resolution. He stated that this is the second time that this resolution has come before the Committee and the Board, and that there is no new information to report.
- Questions and comments ensued.
- MOTION BY:(Sanfelippo) Approve. 6-0**
AYES: De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Borkowski (Chair) – 6
NOES: 0
3. 10-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**
- APPEARANCES:**
Candace Richards, Interim Director, Human Resources, DAS
Terry Blue, Deputy Director, Airport
- Questions and comments ensued.
- The Committee took no action regarding this informational report.**
4. 10-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**
- The Committee took no action regarding this informational report.**
5. 09-257(a) From the Director of Human Resources recommending adoption of a resolution/ordinance to amend Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(Quarterly Report.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCES:

Candace Richards, Interim Director, Human Resources, DAS
Davida Amenta, Fiscal Management Analyst, DAS
Scott Manske, Controller, DAS

00:39 Ms. Richards stated this is a follow-up report to previous action taken by the Board addressing overtime for non-represented employees. Ms. Richards provided the Committee with a summary of numbers as they relate to non-represented employees who were paid for overtime in excess of 40 hours per week versus accruing the time.

Questions and comments ensued.

07:53 Supervisor De Bruin requested that the next quarterly report contain information regarding the modification of the pay policies to ensure that overtime is accrued rather than paid.

The Committee took no action regarding this informational report.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

6. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCE:

Greg Gracz, Director, Labor Relations

00:02 Mr. Gracz indicated there would be no need to go into closed session due to the Special Personnel Meeting scheduled for July 26, 2010.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

STAFF PRESENT:

Terrence Cooley, Chief of Staff, County Board
Mary Anne Grimes, Deputy, Corporation Counsel
Greg Gracz, Director, Labor Relations
Candace Richards, Interim Director, Human Resources, DAS
Terry Blue, Deputy Director, Airport
Davida Amenta, Fiscal Management Analyst, DAS
Scott Manske, Controller, DAS
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 09:53 a.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Monday, July 26, 2010 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Larson*, Sanfelippo, and Jursik (Chair)

**Supervisor Larson was not present at roll call but appeared shortly thereafter.*

SCHEDULED ITEMS:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

1. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

This item was heard last on the agenda.

APPEARANCES:

Greg Gracz, Director, Labor Relations
Fred Bau, Labor Relations Specialist
Mark Vetter, Buelow, Vetter, Buikema Law Firm
Mark Olson, Buelow, Vetter, Buikema Law Firm
Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)
Scott Manske, Controller DAS

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 1. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item.-7

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

SCHEDULED ITEMS:

The Committee convened into closed session at approximately 9:15 a.m. The Committee did not reconvene back into open session.

ADDENDUM ITEM

2. 10-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCES:

Candace Richards, Interim Director, Human Resources, DAS
Inspector, Richard Schmidt, Office of the Sheriff
Marlo Knox, Human Resources, Office of the Sheriff

- 00:39 Ms. Richards provided a brief overview of the report.
- 01:00 Inspector Schmidt provided the background and experience of the candidate for Medical Director.
- 02:30 Supervisor De Bruin asked to have a resume and qualifications of the candidate sent to her office.

The Committee took no action regarding this item.

STAFF PRESENT:

Candace Richards, Interim Director, Human Resources, DAS
Inspector, Richard Schmidt, Office of the Sheriff
Marlo Knox, Human Resources, Office of the Sheriff
Greg Gracz, Director, Labor Relations
Fred Bau, Labor Relations Specialist
Steve Kreklow, Fiscal and Budget Administrator, DAS
Scott Manske, Controller DAS
Rick Ceschin, Research Analyst, County Board

SCHEDULED ITEMS:

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 10:50 a.m.

Adjourned,

Carol Mueller
Chief Committee Clerk

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Carol Mueller, 278-4228

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Tuesday, August 10, 2010 -- 2:00 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin*, Rice, Larson, Sanfelippo and Jursik (Chair)

EXCUSED: Supervisor Schmitt

*Supervisor De Bruin was not present at roll call but appeared later.

SCHEDULED ITEMS:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

1. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 1. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. -5

AYES: Borkowski, Rice, Larson, Sanfelippo, and Jursik (Chair) – 5

NOES: - 0

EXCUSED: De Bruin - 1

The Committee convened into closed session at approximately 2:12 p.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations
Fred Bau, Labor Relations Specialist
Jerry Heer, Director of Audit
Cindy Archer, Director, Department of Administrative Services (DAS)
Steve Kreklow, Fiscal and Budget Administrator, DAS
Tom Nardelli, Chief of Staff, County Executive
Steve Cady, Fiscal and Budget Analyst, County Board
Rick Cesshin, Research Analyst, County Board

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 2:10 p.m. to 2:50 p.m.

Adjourned,

Carol Mueller

Chief Committee Clerk

DEADLINE FOR THE PERSONNEL COMMITTEE:

The next regular meeting of the Personnel Committee is

Friday, September 24, 2010 @ 9:00 a.m.

All items for the agenda must be in the Committee Clerk's possession by the morning of the business day on ***Friday, September 10, 2010.***

ADA accommodation requests should be filed with the Milwaukee County Office for Persons with Disabilities 278-3932 (voice) or 278-3937 (TTY) upon receipt of this notice.

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, September 24, 2010 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair)

SCHEDULED ITEMS:

1. 10-280 A Resolution by Supervisor Holloway amending Chapter 17 of the Milwaukee County Code of General Ordinances to require all employees hired on or after October 1, 2010, in the unclassified service to establish and maintain residency within Milwaukee County. **(07/16/10: Approved in Committee 5-1.) (07/29/10: Referred back to Committee by the Board 19-0.)**

APPEARANCES:

Terrence Cooley, Chief of Staff, County Board
Tim Schoewe, Acting Corporation Counsel

- 00:33 Mr. Cooley explained with this resolution, the Chairman's intent is to address an equity issue between employees in the classified and unclassified service. This ordinance would require employees in the unclassified service to be subject to the same residency rule as employees in classified service. In addition to equity, it also provides clarity. The current ordinance has a series of exemptions from residency. Some of those exemptions apply to unclassified employees, so, in essence, you are exempting these employees from something that technically does not apply to them. In general, all employees would be subject to the residency rule. There would still be exemptions with provisions for review. Mr. Cooley respectfully requested the Committee's support on behalf of Chairman Holloway.

Questions and comments ensued.

MOTION BY:(Borkowski) Reaffirm the Committee's previous recommendation to approve the said Resolution/Ordinance amending Chapter 17 of the Milwaukee County Code of General Ordinances to

SCHEDULED ITEMS:

require all employees hired on or after August 1, 2010, in the unclassified service to establish and maintain residency within Milwaukee County. 6-1

AYES: Borkowski, De Bruin, Schmitt, Larson, Sanfelippo, and Jursik (Chair) – 6

NOES: Rice - 1

2. 10-236(a) An adopted Resolution by Supervisor Jursik amending Chapters 79 and 80 of the Milwaukee County Code of General Ordinances to clarify the negotiation, review, and approval process for collateral agreements with collective bargaining units. **(Also to the Committee on Finance and Audit.) (Per adoption of the Resolution, Quarterly Report due from Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

00:51 Mr. Gracz indicated that this is the first report of its kind produced by Labor Relations and is a summary for all agreements. The report is self-explanatory. Most of the collateral agreements listed are operational. Mr. Gracz specifically discussed the Federation of Nurses and Health Professionals agreement stating this particular agreement was brought before the Committee. He entertained suggestions regarding the report's format and stated the report will be reproduced for the next quarterly meeting cycle.

Questions and comments ensued.

The Committee took no action regarding this informational report.

3. 10-15(a) From the Interim Director of Human Resources relative to requests to the Civil Service Commission regarding determination of whether a position will be in the "classified" or "unclassified" service.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:25 Ms. Richards provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

4. 10-22(a) From the Interim Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Richard Schmidt, Inspector, Office of the Sheriff
Marlo Knox, Human Resources Manager, Office of the Sheriff
John Priebe, Fiscal Affairs, Office of the Sheriff

00:24 Ms. Richards provided a brief overview of the report.

Questions and comments ensued.

MOTION BY:(De Bruin) Refer the three Sheriff positions, Org. Unit 4316, contained within the Reclassification section of the report back to the Office of the Sheriff and Human Resources-DAS for further clarification and fiscal information for the October meeting cycle. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

All remaining items contained in the Reclassification section and all remaining sections contained within the September report will be implemented.

5. 10-23(a) From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Geri Lyday, Interim Director, Department of Health and Human Services

00:53 Ms. Richards provided a brief overview of the report.

Questions and comments ensued.

09:03 Supervisor Borkowski requested a report for the October meeting cycle that reflects the number of staff psychiatrists employed at the

SCHEDULED ITEMS:

Behavioral Health Division (BHD), the number of staff psychiatrists BHD is supposed to have, County pay for the position versus industry pay in the Midwest, and position turnover information. Position turnover information should be reviewed over a period of the last three years.

12:10 Supervisor De Bruin requested additional information on not only psychiatrists, but the medical staff in its entirety, be added to the report.

The Committee took no action regarding this informational report.

6. 10-24(a) From the Interim Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments.
(INFORMATIONAL ONLY)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:14 Ms. Richards provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

7. 10-243(a) From the Chief of Staff, County Executive's Office, submitting an informational memo regarding the status of vacancies in appointed positions. **(06/18/10: Follow-up report due.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Thomas Nardelli, Chief of Staff, County Executive's Office

00:18 Mr. Nardelli stated that as the Committee can see from the memo submitted, it is pretty obvious that the closer November gets, the more difficult it is to find people to take jobs in appointed positions on a permanent basis because of the possible changes that could occur. He went on to state the County Executive's Office is happy to report, however, that a candidate for the Director of the Department on Economic Development received unanimous approval from the Committee on Economic and Community Development. The nominee will go before the Board for confirmation. Mr. Nardelli indicated they continue to work on trying to fill the position of the Chief Information Officer, which was delayed by the fact that they had

SCHEDULED ITEMS:

a candidate. Due to family issues, that candidate bowed out at the eleventh hour. It is only delayed now because the people involved in making the selection are busy putting together the budget. Once that is done, the process of vetting others who have applied will begin.

Mr. Nardelli stated the County Executive is very pleased with the performance of people who have stepped up and taken positions on an interim basis. Some will come forward as nominees at some point.

Questions and comments ensued.

The Committee took no action regarding this informational report.

8. 10-294 From Acting Corporation Counsel, requesting authorization to terminate Milwaukee County's contract with Davis & Kuelthau S.C. and to negotiate and execute a not to exceed \$50,000 contract with Buelow, Vetter, Buikema, Olson, & Vleit LLC to advise and represent Milwaukee County in matters relating to mediation/arbitration with employee unions.

APPEARANCE:

Tim Schoewe, Acting Corporation Counsel

- 00:27 Mr. Schoewe stated earlier this year, Mark Vetter, who has appeared before this Board quite often and was the lead attorney at Davis and Kuelthau, and the labor team left that firm and created their own boutique law firm. In the interest of maintaining the continuity of representation in a number of labor relations matters for this Committee and the County, it is requested that this contract be approved to continue that representation.

Questions and comments ensued at length.

- 12:12 Supervisor De Bruin requested a follow-up report from Corporation Counsel and County Board staff examining open ended contracts, particularly this contract that is before the Committee, and provide recommendations as to what might be the most appropriate way to deal with such contracts in relation to expiration dates. The review of the current contract should be done within a format as to not disrupt the County's ongoing representation that encompasses the confidentiality and experience retained by Mr. Vetter. She expressed her main concern is open ended contracts with no public oversight.

SCHEDULED ITEMS:

MOTION BY:(Jursik) Approve. 7-0

AYES: Jursik, De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Borkowski (Chair) – 7

NOES: 0

9. 10-312 From the Interim Director, Department of Family Care, requesting authorization to double fill a position of Contract Manager (CMO), Pay Range 35M, for approximately 12 weeks in late 2010.

APPEARANCE:

Maria Ledger, Interim Director, Department of Family Care

00:17 Ms. Ledger stated the double fill is needed because the incumbent in this position has identified a 2010 retirement date. The Department would like to move forward by putting together a list of candidates to prevent a gap between when the incumbent leaves and when the new person starts. The request is for twelve weeks; however, in all likelihood, the period will be significantly shorter.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 7

NOES: 0

10. 10-331 From the Interim Director, Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Mr. James Martin for the position of IT Director.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:14 Ms. Richards stated this is a request pursuant to ordinance. Mr. Martin is on a TAHC to an unclassified position from the classified service. He has had one ninety-day extension. Any extension beyond that requires approval by resolution.

Questions and comments ensued.

MOTION BY:(Borkowski) AMEND the resolution by inserting the following verbiage on Line 35 after "(CIO)": " , until December 17, 2010, or until a permanent Chief Information Officer is confirmed, whichever occurs first." 7-0

SCHEDULED ITEMS:

AYES: Jursik, De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Borkowski (Chair) – 7

NOES: 0

MOTION BY:(Borkowski) Approve as AMENDED. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

EXCUSED: Larson

11. 09-257(a) From the Director of Human Resources recommending adoption of a resolution/ordinance to amend Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(Quarterly Report.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

- 00:25 Ms. Richards provided the Committee with an overview of the quarterly report by reviewing numbers as they relate to non-represented employees exempt from FLSA who were paid for overtime in excess of 40 hours per week versus accruing the time.

Questions and comments ensued.

The Committee took no action regarding this informational report.

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

12. 10-308 From the Director, Department of Transportation and Public Works, requesting authorization to abolish one position of Administrative Assistant III – Airport and create one position of Airport Operations Coordinator II in the Airport Operations Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Terry Blue, Deputy Director, Airport

- 00:38 Mr. Blue stated the Administrative Assistant III position is vacant due to a promotion. This is simply an opportunity to convert from one

SCHEDULED ITEMS:

position that there is a lesser need for to another position that there is a greater need for. Because they are both represented by the same union and have the same pay range, there is no impact to the Airport's budget, no tax levy impact, and no change in the number of represented positions. This staffing change will better meet the needs of the organization.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

13. 10-324 From the Interim Director, Department of Health and Human Services, requesting authorization to abolish, upon vacancy, two FTE positions of Disabilities Services Specialist, and create five FTE positions of Disability Services Coordinator (one unfunded) and one FTE position of Program Manager-Children's Services (unfunded). **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Geri Lyday, Interim Director, Department of Health and Human Services

- 00:35 Ms. Lyday stated that this request is due to the expansion of children's programs in the Disability Services Division. They currently have some additional resources to fund about 130 new families who have children with disabilities as well as about 150 additional transitional slots for young adults who eventually will move into Family Care. As those resources were expanded, they reviewed what positions would be needed internally from an administrative standpoint.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

14. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCE:

SCHEDULED ITEMS:

Greg Gracz, Director, Department of Labor Relations

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 14. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 10:22 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Terrence Cooley, Chief of Staff, County Board
Tim Schoewe, Acting Corporation Counsel
Greg Gracz, Director, Labor Relations
Candace Richards, Interim Director, Human Resources, DAS
Richard Schmidt, Inspector, Office of the Sheriff
Marlo Knox, Human Resources Manager, Office of the Sheriff
John Priebe, Fiscal Affairs, Office of the Sheriff
Geri Lyday, Interim Director, Department of Health and Human Services
Thomas Nardelli, Chief of Staff, County Executive's Office
Maria Ledger, Interim Director, Department of Family Care
Terry Blue, Deputy Director, Airport
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:03 a.m. to 10:45 a.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

SCHEDULED ITEMS:

DEADLINE FOR THE PERSONNEL COMMITTEE:

**The next regular meeting of the Personnel Committee is
Friday, October 29, 2010 @ 9:00 a.m.**

All items for the agenda must be in the Committee Clerk's possession by the morning of
the business day on ***Friday, October 15, 2010.***

***ADA accommodation requests should be filed with the Milwaukee County Office for Persons with
Disabilities 278-3932 (voice) or 278-3937 (TTY) upon receipt of this notice.***

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, October 29, 2010 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Rice, Larson, Sanfelippo, and Jursik (Chair)

EXCUSED: Supervisor Schmitt

SCHEDULED ITEMS:

1. 10-22(a) A. From the Interim Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

01:01 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this item.

- B. From the Interim Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.) (09/24/10: Office of the Sheriff positions, six (6) Correctional Officer 1/Stationary Engineers and one (1) Correctional Officer Lieutenant/Stationary Engineer, contained within the Reclassification Section of the Report dated September 24, 2010, were laid over pending further information.)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

01:53 Ms. Richards stated that the Sheriff's Department provided the Committee with the additional information requested at the September meeting cycle.

SCHEDULED ITEMS:

MOTION BY:(Borkowski) Approve. 6-0

AYES: Borkowski, De Bruin, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

2. 10-23(a) A. From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:24 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this informational report.

- B. From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY) (09/24/10: Report from BHD.)

APPEARANCES:

Candace Richards, Interim Director, Human Resources

Geri Lyday, Interim Director, Department of Health and Human Services

02:44 Supervisor Borkowski requested that the Department, with the assistance of Human Resources, review each and every job classification for all physician positions at BHD.

03:25 Ms. Lyday provided the Committee with insight as to why the doctor positions at BHD are generally always appointed at an advanced step of the pay range. Some of the reasons include position changes, experience, and the challenge of recruitment and retention.

24:14 Supervisor De Bruin requested that policy considerations be reflected in the report requested by Supervisor Borkowski.

27:29 Madame Chair directed that the report be produced for the March 2011 meeting cycle.

The Committee took no action regarding this informational report.

3. 10-24(a) From the Interim Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

SCHEDULED ITEMS:

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:19 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this informational report.

4. 10-376 From the Interim Director of Human Resources requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Ms. Laurie Panella for the position of Chief Information Officer.

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Laurie Panella, Interim Chief Information Officer, IMSD

Committee members provided comments.

MOTION BY:(Borkowski) Approve. 5-0

AYES: Borkowski, De Bruin, Rice, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

EXCUSED: Larson – 1

5. 10-P-04 From the Interim Director, Department of Health and Human Services, providing an informational report regarding the use of overtime at the Behavioral Health Division. **(Also considered by the Committee on Health and Human Needs.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human Services
James Kubicek, Director, Crisis Services, BHD, DHHS

01:03 Ms. Lyday described the information, which expands about a ten-year period regarding their overtime and its use and also identifies some of the major causes for overtime. A significant issue to point out regarding this report is that the overtime for 2010 is projected at around \$4.3 million. Overtime is always budgeted. The actual amount of overtime is really the difference between what is budgeted and what is projected as their actual utilization. Overtime has gone down over the last couple of years due to a number of aggressive overtime efforts that BHD has employed. They continue to work on these efforts. She discussed in detail the various initiatives put in place in an effort to reduce overtime costs.

SCHEDULED ITEMS:

- 06:46 Madame Chair indicated there was information requested on this item at agenda setting regarding vacancy, turnover, part-time employees, and temporary employees. She directed that the written report to be submitted to the Committee for the March 2011 meeting cycle (referenced in Item 2B) include this information and all other requests on this item as well.
- 08:54 Supervisor De Bruin requested that the Department also look at and include in the report what is more cost effective for the County, to continue with salary and overtime for the psychiatrists or to raise the overall compensation.

Questions and comments ensued.

The Committee took no action regarding this informational report.

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

6. 10-379 From the Interim Director, Department of Health Human Services, requesting authorization to abolish one Child Care Program Specialist and create one position of Contract Specialist in the Milwaukee Early Child Care Administration, Division of Early Care and Education. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human Services
Lynn Wieser, Human Resources Director, State Department on Children and Families

- 00:49 Ms. Lyday stated that this is a request by the State Department on Children and Families. According to the contract, the State does have the ability to review their operations and make recommendations and changes about certain positions that will best meet their needs. These types of requests from the State must come before the Committee on Finance and Audit along with this Committee for approval.
- 03:08 Supervisor De Bruin requested, prior to the full Board meeting, information be provided to the Committee from Human Resources (HR) indicating if the position had gone through HR, they would have recommended the same pay range and classification.

SCHEDULED ITEMS:

MOTION BY:(Borkowski) Approve. 3-3

AYES: Borkowski, Rice, and Larson - 3

NOES: De Bruin, Sanfelippo, and Jursik (Chair) – 3

By virtue of a tie vote, this item will go to the Full Board with no recommendation.

CLOSED SESSION:

The Committee may adjourn into closed session under the provision of Wisconsin Statutes Section 19.85(1)(f), for the purpose of discussing the following matter(s):

7. 10-P-05 From the County Executive, providing an update on an incident of unauthorized usage of personal information in the Division of Employee Benefits. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Tim Schoewe, Acting Corporation Counsel

David Arena, Director, Employee Benefits, DAS

John Ruggini, Assistant Fiscal and Budget Administrator, DAS

Inspector Richard Schmidt, Office of the Sheriff

00:12 Discussion ensued at length as to what exactly could be addressed in open session and whether there was an actual need to go into closed session.

04:11 Mr. Arena stated the Employees Retirement System (ERS) area, which is part of the Benefits Division, employed a temporary female worker as a contract employee through the Adecco Corporation from July 9, 2009, through July 7, 2010. She was involved in various low-level filing, under the direction of the manager of ERS, that was a result of both the pension conversion project and the conversion from paper files to electronic files. After her work was essentially complete, she was released. Notification was received in October from the Sheriff's Department regarding the possible release of information and the individuals who may have been affected. Full cooperation was given to the Sheriff's Department accordingly. All the individuals, both retirees and active employees, whose information may have been released through this alleged criminal activity were all called. The calls were then followed up with letters.

Questions and comments ensued.

11:53 Supervisor Borkowski requested a report be submitted early next year regarding temporary employees.

SCHEDULED ITEMS:

- 14:51 Supervisor De Bruin requested that the report be a combined review by Corporation Counsel, the Sheriff's Department, and DAS as to the type of temporary employees being used, identify where these temps are assigned within the County, and whether they have access to sensitive information. The report should also include whether there is a process in place that ensures the contracts associated with the temps all have provisions that safeguard and provide the County with protections in these types of situations.

The Committee did not go into Closed Session regarding this item.

The Committee took no action regarding this informational report.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

8. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCES:

Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations
Mark Vetter, Beulow Vetter

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #8. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Borkowski, De Bruin, Rice, Larson, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 10:48 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Candace Richards, Interim Director, Human Resources, DAS
Geri Lyday, Interim Director, Department of Health and Human Services
Laurie Panella, Interim Chief Information Officer, IMSD
James Kubicek, Director, Crisis Services, BHD, DHHS
Tim Schoewe, Acting Corporation Counsel
David Arena, Director, Employee Benefits, DAS
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Inspector Richard Schmidt, Office of the Sheriff
Greg Gracz, Director, Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:08 a.m. to 12:07 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

DEADLINE FOR THE PERSONNEL COMMITTEE:

**The next regular meeting of the Personnel Committee is
Friday, December 10, 2010, @ 9:00 a.m.**

All items for the agenda must be in the Committee Clerk's possession by the morning of the business day on ***Friday, November 26, 2010.***

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, December 10, 2010 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair)

EXCUSED: Supervisor Larson

SCHEDULED ITEMS:

1. 10-447 A Resolution by Supervisor Sanfelippo authorizing and directing the Employee Benefits Workgroup to fully develop a graduated defined contribution pension plan to replace the existing defined benefit plan and to report back with a final plan for implementation. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Mark Grady, Principal Assistant, Corporation Counsel

00:32 Mr. Ceschin provided a brief explanation of the amendment.

00:50 Supervisor Sanfelippo stated this resolution would allow the County to realize great savings by switching to a defined contribution plan. The County would match up to four percent.

Questions and comments ensued at length.

12:46 ***MOTION BY:(Sanfelippo) Approve the Amendment.***

34:32 Supervisor Rice requested to be added as a co-sponsor.

46:18 The following people appeared and spoke regarding this item:
Patty Yunk, AFSCME, DC48
Rob Henkin, President, Public Policy Forum

56:05 Supervisor Cesarz requested to be added as a co-sponsor.

MOTION BY:(Jursik) Refer this Resolution to the Long Range Strategic Planning Committee, the Employee Benefits Workgroup, Corporation Counsel, and Labor Relations . 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

2. 10-23(a) From the Interim Director of Human Resources, relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:13 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this informational report.

3. 10-24(a) From the Interim Director of Human Resources, relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:13 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this informational report.

4. 10-347(a)(a) From the Interim Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2011 Adopted Budget.

APPEARANCES:

Candace Richards, Interim Director, Human Resources

Steve Kreklow, Fiscal and Budget Administrator, DAS

John Ruggini, Assistant Fiscal and Budget Administrator, DAS

00:38 Ms. Richards indicated that this is just a partial list of recommended classifications and pay ranges for positions adopted in the 2011 Budget. She stated DHR intends to submit additional positions during the January meeting cycle.

07:56 Supervisor De Bruin requested a follow-up report on the critical positions recommended in this report.

MOTION BY:(De Bruin) Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

Item #s 5-11 were considered together.

5. 10-452 From the Director, Department of Administrative Services, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Candace Richards for the position of Director of Human Resources until such time that an appointment is made to fill the position.

SEE ITEM #11 FOR COMMITTEE ACTION

6. 10-453 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Geri Lyday for the position of Director of the Department of Health and Human Services until such time that an appointment is made to fill the position.

SEE ITEM #11 FOR COMMITTEE ACTION

7. 10-454 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Araceli Garcia for the position of Human Resources Manager (DHHS).

SEE ITEM #11 FOR COMMITTEE ACTION

8. 10-455 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Vernice Strapp-Pitts for the position of Human Resources Manager (DHHS).

SEE ITEM #11 FOR COMMITTEE ACTION

9. 10-456 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Mark Stein for the position of Administrator of the Disabilities Services Division.

SEE ITEM #11 FOR COMMITTEE ACTION

SCHEDULED ITEMS:

10. 10-331(a)(a) From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for James Martin for the position of IT Director – Governance until the confirmation of a permanent Chief Information Officer occurs.

SEE ITEM #11 FOR COMMITTEE ACTION

11. 10-450 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Gary Waszak for the position of Chief of Operations (Facilities Director) of the Facilities Management Division.

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Geri Lyday, Interim Director, Department of Administrative Services
Araceli Garcia, Manager, Human Resources, DHHS
Vernice Strapp-Pitts, Manager, Human Resources, HOC
Mark Stein, Administrator, Disabilities Services Division, DHHS
James Martin, IT Director-Governance, IMSD
Gary Waszak, Chief of Operations, Facilities Management Division, DTPW

00:05 All TAHC incumbents appeared and provided brief comments

MOTION BY:(Borkowski) Approve Item #s 5-11. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

12. 09-257(a) From the Interim Director of Human Resources, recommending adoption of a resolution/ordinance to amend Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(Quarterly Report.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:33 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

13. 10-P-06 From the Interim Director of Human Resources, submitting an
10-471 informational report providing a tentative action plan in the event
Milwaukee County faces high vacancies due to retirements during the
first quarter of 2011. **(INFORMATIONAL ONLY UNLESS OTHERWISE
DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Steve Kreklow, Fiscal and Budget Administrator, DAS
Terrence Cooley, Chief of Staff, County Board
Jerry Heer, Director, Department of Audit

01:58 Ms. Richards provided an overview of DHR's plan.

08:17 Supervisor Borkowski requested written correspondence from DAS
addressing the action plan for layoffs, furloughs, and any other
correspondence that has been engaged in prior to the County Board
meeting.

Questions and comments ensued.

***MOTION BY:(De Bruin) RECEIVE AND PLACE ON FILE, a report from
the Interim Director of Human Resources, dated
December 2, 2010, a report from the County Board
Chairman dated November 29, 2010, and a report and
attachments from the Director of Audit dated
December 6, 2010, regarding a tentative action plan in
the event Milwaukee County faces high vacancies due to
retirements during the first quarter of 2011.***

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

14. 10-P-07 From the Interim Director, Department of Health and Human Services,
providing an informational report reflecting the number of Psychology
Department positions employed at the Behavioral Health Division,
budgeted capacity, and salary comparison of Milwaukee County vs.
industry trend. **(Also considered by the Committee on Health and
Human Needs.) (INFORMATIONAL ONLY UNLESS OTHERWISE
DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human
Services
Dr. Laura Riggle, Chief Psychologist, Behavioral Health Division, DHHS

SCHEDULED ITEMS:

00:49 Ms. Lyday discussed retention, recruitment, the ongoing challenge of hiring due to the competitive environment with other entities, vacancies, number of psychologists employed, and policy considerations. Ms. Lyday indicated that she will bring forth the more comprehensive report requested during the October meeting cycle for the March 2011 meeting cycle.

Questions and comments ensued.

18:27 Supervisor De Bruin requested that the report include looking at the residency requirement to possibly entail an across the board exemption for these particular positions to assist in recruitment.

The Committee took no action regarding this informational report.

Item #s 15-20 were considered together.

15. 10-P-08 From the Director of Employee Benefits, providing an informational report on the mental health/substance abuse coverage move to the PPO under United Health Care for the 2011 Plan Year. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SEE ITEM # 20 FOR COMMITTEE ACTION

16. 10-457 From the Director of Employee Benefits, requesting authorization to amend the United Health Care contract to include Employee Assistance Plan (EAP) services effective January 1, through December 31, 2011. **(Also to the Committee on Finance and Audit.)**

SEE ITEM # 20 FOR COMMITTEE ACTION

17. 10-458 From the Director, Division of Employee Benefits, requesting authorization to purchase a Stop Loss Insurance Policy from United Health Care for coverage effective January 1, through December 31, 2011. **(Also to the Committee on Finance and Audit.)**

SEE ITEM # 20 FOR COMMITTEE ACTION

18. 10-P-09 From the Director of Employee Benefits providing an informational report regarding the Care Plus DMO Plan. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SEE ITEM # 20 FOR COMMITTEE ACTION

SCHEDULED ITEMS:

19. 10-P-10 From the Director of Employee Benefits, submitting an informational report regarding Milwaukee County's conventional dental plan. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SEE ITEM # 20 FOR COMMITTEE ACTION

20. 10-459 From the Fiscal and Budget Administrator, Department of Administrative Services (DAS), requesting authorization to add the Pharmaceutical Management Initiative, authorized in the 2011 Adopted Budget, to the existing Medco Contract, increasing the annual Medco administration fee by a maximum of \$85,300 per year. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

Matt Hanchek, Fiscal Benefits Manager, Employee Benefits, DAS
Steve Kreklow, Fiscal and Budget Administrator, DAS

- 01:08 Mr. Hanchek and Mr. Kreklow provided an overview of Item #s 15-20.

Questions and comments ensued.

MOTION BY:(Schmitt) Concur with the Committee on Finance and Audit by: going forward with the recommendation for Item #15 and Approve Item #s 16, 17, and 20. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

The Committee took no action regarding the informational reports associated with Item #s 18 and 19.

21. 10-236(a) An adopted Resolution by Supervisor Jursik amending Chapters 79 and 80 of the Milwaukee County Code of General Ordinances to clarify the negotiation, review, and approval process for collateral agreements with collective bargaining units. **(Also to the Committee on Finance and Audit.) (Per adoption of the Resolution, Quarterly Report due from Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

SCHEDULED ITEMS:

01:06 Mr. Gracz indicated that this is a summary for all agreements and provided a brief overview.

The Committee took no action regarding this informational report.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

22. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCES:

Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations
Mark Vetter, Beulow Vetter

00:07 ***MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #22. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0***

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 12:13 p.m. The Committee did not reconvene back into open session.

ADDENDUM ITEM

23. 10-463 From the Fiscal and Budget Administrator, Department of Administrative Services (DAS), requesting authorization to amend various sections of Chapter 17 and Chapter 201 of the Milwaukee County Code of General Ordinances as it pertains to wage, health, and pension benefits based on the provisions of the 2011 Adopted Budget and Wisconsin Act 218. (Also to the Committee on Finance and Audit, the Pension Study Commission, and the Pension Board.

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel
David Arena, Director, Employee Benefits, DAS

SCHEDULED ITEMS:

Larry Langer, Principal Consulting Actuary, Buck Consultants

01:49 Mr. Langer provided an analysis of the adopted changes to wage, health, and pension benefits.

Questions and comments ensued.

14:04 Supervisor De Bruin requested a follow-up report addressing the Mental Health Parity Act. She would like to know what the changes mean for county employees who may need mental health services. The report should include how the benefits employees are entitled to will change, changes in cost, and how implementing this change will affect the potential benefits offered overall in this area.

MOTION BY:(De Bruin) Concur with the Committee on Finance and Audit and Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

STAFF PRESENT:

Mark Grady, Principal Assistant, Corporation Counsel
Candace Richards, Interim Director, Human Resources, DAS
Steve Kreklow, Fiscal and Budget Administrator, DAS
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Geri Lyday, Interim Director, Department of Health and Human Services
Araceli Garcia, Manager, Human Resources, DHHS
Vernice Strapp-Pitts, Manager, Human Resources, HOC
Mark Stein, Administrator, Disabilities Services Division, DHHS
James Martin, IT Director-Governance, IMSD
Gary Waszak, Chief of Operations, Facilities Management Division, DTPW
Terrence Cooley, Chief of Staff, County Board
Jerry Heer, Director, Department of Audit
Dr. Laura Riggle, Chief Psychologist, Behavioral Health Division, DHHS
Matt Hanchek, Fiscal Benefits Manager, Employee Benefits, DAS
Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations
David Arena, Director, Employee Benefits, DAS
Rick Ceschin, Research Analyst, County Board

SCHEDULED ITEMS:

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 12:37 p.m.

Adjourned,

Jodi Mapp

Committee Clerk

Committee on Personnel

DEADLINE FOR THE PERSONNEL COMMITTEE:

The next regular meeting of the Personnel Committee is

Friday, January 28, 2011, @ 9:00 a.m.

All items for the agenda must be in the Committee Clerk's possession by the morning of the business day on ***Friday, January 14, 2011.***